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ABSTRACT

The 1973 annual report describes services provided by the Rural Manpower Service (RMS) to 63 Michigan counties. Section I describes the organization of the RMS, and its 2 special projects -- Operation Hitchhike, and the National Migrant Worker Program (formerly the Mobility Facilitator Unit). Section II gives rural area demographic data and manpower services for rural residents, including non-agricultural and small town residents. Wages and earnings in agriculture were collected for 9,395 seasonal workers, indicating that the average hourly earnings of piece work rated laborers increased 15.3 percent over that of 1972. Minimum piece work rates and tables of prevailing wage rates are also given. Employment operations given in Section IV indicated that Michigan's labor situation in 1973 was in a state of transition, since most crops approached optimum mechanization levels. Sufficient migrant housing was also in short supply. Section V gives the 12 major crops in the State. Much of the information is presented in the 13 tables, charts, maps, and attachments. (KM)

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POST SEASON
RURAL MANPOWER REPORT

Prepared by
Rural Manpower Service Section

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1973

STATE OF MICHIGAN
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DEPARTMENT OF LABOR
MICHIGAN EMPLOYMENT SECURITY COMMISSION
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A
Michigan Employment Security Commission
Publication

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I. ADMINISTRATION

A. ORGANIZATION OF RURAL MANPOWER SERVICE

The first recommendation made by the Secretary of Labor to improve manpower services by State agencies was aimed at offering a broader spectrum of services to rural residents. This spectrum of services included but was not limited to registration, job information, referral to jobs, job development, counseling, testing, referral to training programs, referral for ancillary supportive services, assistance in resolving complaints relative to employment conditions, recruitment and selection of workers, assistance in applying for training contracts and assistance in resolving personnel problems through suitable personnel methods.

A rural county was defined as one in which more than 50 percent of the residents reside outside of urbanited areas and places of 2,500 or more inhabitants. Sixty-three of Michigan's 83 counties meet this criteria and are considered rural. The number of regular branch offices or out-reach service points were expanded to actually locate services within the geographical boundaries of 47 of these rural counties. In order to better expose rural residents to more job opportunities, job bank viewers were made available in each location. In addition, a Job Information Delivery System was effectuated in many locations through viewers, blackboards and job listings on bulletin boards.

Much planning has been done to totally integrate the rural manpower services and the regular employment service in field operations. Under the latest plans of all of the satellite and other outstation personnel will come under the jurisdiction of the regular Branch Office Administrator (Manager) responsible for servicing the area.

It is expected that this approach will insure that all rural residents, including migrants, will receive benefit of exposure to all types of desirable job opportunities and service for which they qualify.

During the past year the administration of rural manpower services was handled in the same manner as before with line supervision coming directly from the Chief of the Rural Manpower Section (See Organization Chart on page 3). However, a closer working arrangement had been achieved between the outreach or satellite stations and the regular branch office responsible for servicing the area. Rural Manpower Service Representatives were involved with WIN and other training programs, testing, claims taking and writing training contracts in addition to the regular employment service activities. As a result, we had lost a significant portion of the experienced personnel because of promotions to WIN and other special contract writing projects.

B. SPECIAL PROJECTS

1. OPERATION HITCHHIKE

The basic strategy was to have placement specialists in rural localities serve a spectrum of agricultural and non-agricultural labor markets with job development, training development where necessary, registration, selection and referral services. This was accompanied by a strategy deployment of placement specialists to rural counties without Employment Service offices located within their geographical boundaries. Manpower services were initiated in Allegan and

Sanilac Counties. Later they were extended to Lake, Clare and Gladwin Counties.

Initially, the work of the Cooperative Extension Service (CES) manpower agents was co-mingled with our placement specialists. In a short time the CES manpower agents' work progressed from assisting in Employment Service office operations to assistance in the development of the basic delivery capability of the rural manpower service center. It evolved that the extension manpower agents were attempting to act alternatively as Employment Service operatives, or as administrators. This was not a satisfactory relationship.

The project or model then evolved to emphasize complementary functions between the two agencies with extension service attempting to use labor market information as appropriate to assist development. Special emphasis was focused on supporting rural school systems with career education, the local social service agencies, and the local manpower planning apparatus. Thus, the expectation for the agents direct involvement in registration and referral of applicants was lessened and more emphasis was placed on extension resources for Employment Service supportive activities as media programs, secretarial and clerical support, and continued employer contacts.

The labor market information approach appeared to be particularly good for working with schools where the education process welcomed such information. Several surveys were undertaken to provide primary data to make information more meaningful for the local area.

It soon became apparent that better access to the employer was crucial for the Employment Service placement processes and the development of local labor market information. The extension manpower agents became active in delivering a management development workshop to help rural management avoid self-defeating personnel practices and management structures. Formal programs of institutional training are very limited in rural areas, so most skill development must occur on the job with the supervisor being responsible for the training methods and techniques.

Several types of data have been used for internal evaluation of Operation Hitchhike in Michigan and the general conclusions appear to be as follows:

a. Placement figures have shown a steady growth in absolute figures.

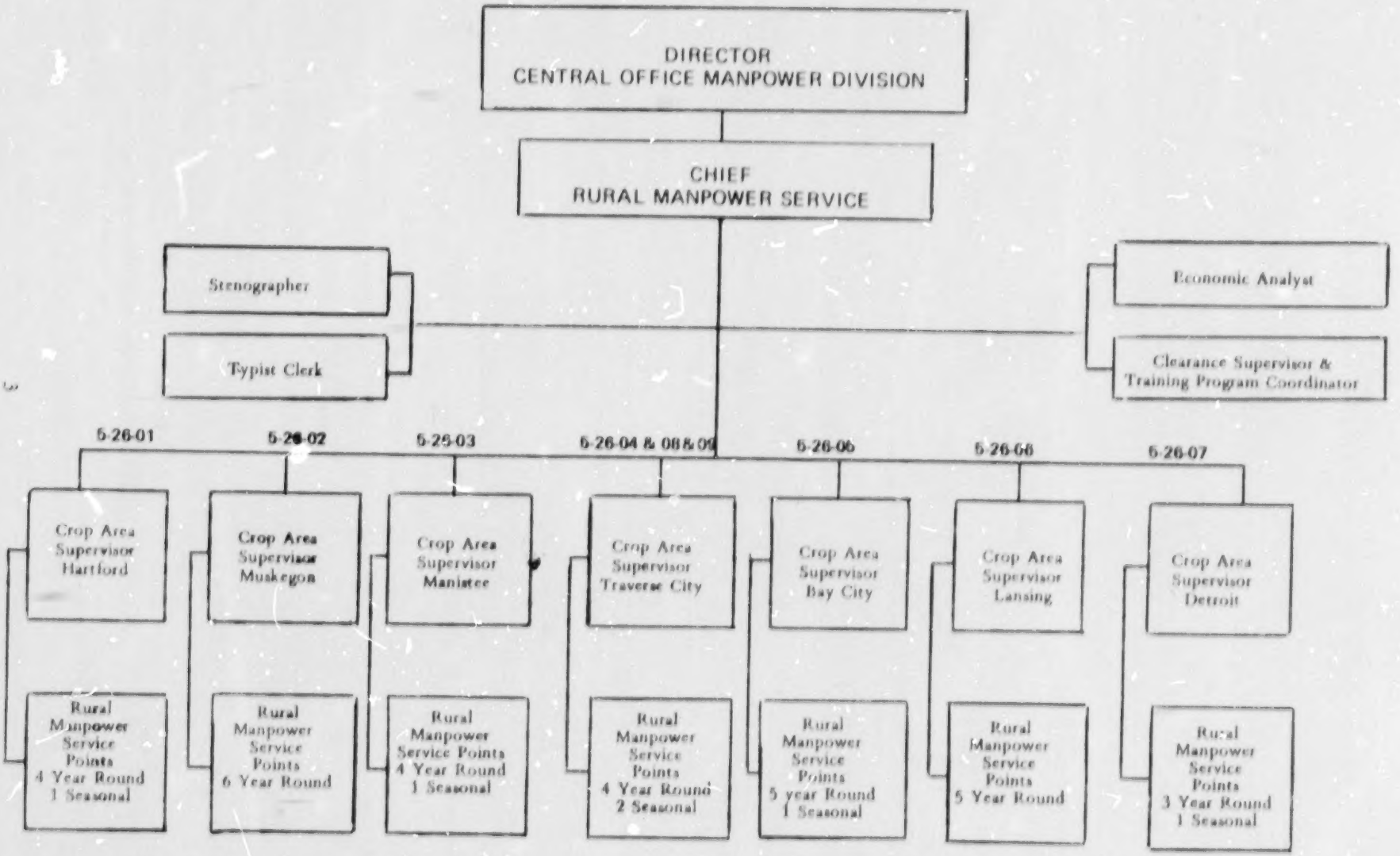
b. A series of interviews conducted among local agencies and community leaders indicated a "favorable" to "quite favorable" reaction to the efforts and results generated by the project.

c. Experience indicates that the complementary delivery of services by both agencies improve manpower services in rural communities.

2. NATIONAL MIGRANT WORKER PROGRAM

The National Migrant Worker Program formerly known as the Mobility Facilitator Unit and intuated in 1971 was continued in 1973. Prior to this year, the numerical goal of migrants using these program delivery methods to leave the migrant stream was achieved. In 1973, the recruitment fell to about

ORGANIZATION CHART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Crop Area Supervisor Manistee
Crop Area Supervisor Traverse City
Crop Area Supervisor Bay City
Crop Area Supervisor Lansing
Crop Area Supervisor Detroit
Rural Manpower Service Points 4 Year Round 1 Seasonal
Rural Manpower Service Points 6 Year Round
Rural Manpower Service Points 4 Year Round 1 Seasonal
Rural Manpower Service Points 4 Year Round 2 Seasonal
Rural Manpower Service Points 5 year Round 1 Seasonal
Rural Manpower Service Points 5 Year Round
Rural Manpower Service Points 3 Year Round 1 Seasonal

1973 LISTING OF RURAL MANPOWER SERVICE POINTS IN MICHIGAN

Hartford, R.R. No. 1, Box 22A, 49057
Lansing, 3215 S. Pennsylvania Ave., 48910
Manistee, 312 Rivers St., 49660
Muskegon2492 S. Henry St., 49441
Bay City, 228 S. Washington, 48706
Traverse City, 126 Boardman, 49684
Detroit, 7310 Woodward Ave., 48202

YEAR-ROUND RURAL MANPOWER SERVICE POINTS

Allegan, 344 Water St., 49010
Albion, 112 W. Cass St., 49224
Baldwin, 1090 Michigan Ave., 49304
Big Rapids, 400 Elm St., 49307
Charlotte, 528 E. Beech, 49813
Gaylord, VFW Post, 408 W. Main, 49735
Gladwin, Gladwin Co. Ct. House, 48624
Grayling, Crawford Co. Ct. House, 48625
Harrison, Clare Co. Ct. House, 48625
Hartford, R.R. No. 1, Box 22A, 49057
Hastings, 110 W. Center St., 49058
Howell, 117 S. Gd. River, 48843
Lansing, 3215 S. Pennyslvania, 48910
Lapeer, 529 S. Court, 48446
Ludington Trlr., 201 W. Loomis St., 48431
Mt. Pleasant, Isabella Co. Bldg., Rm. 213, 48858
Pontiac, 242 Oakland, 48058
Reed City, 115 N. Sears St., 48677
Roscommon, DNR Bldg., 500 Lake St., 48693
Sandusky, 34 E. Sanilac, 48471
Shelby Trlr., Rt. No. 2, Box 38, 49455
Sparta, 8221 Fruit Ridge NW, 48345
St. Johns, 911 E. State St., 48879
Standish, Arenac Co. Ct. House 48658
Tawas City, 721 E. Court St., 48763
Three Rivers, 333 W. Mich., 49093
White Cloud, 311 Williams St., 49349

SEASONAL RURAL MANPOWER SERVICE POINTS

Alpena, 1011 Washington, 49707
Bay City, 228 S. Washington, 48706
Bear Lake Trailer, Star Route, 49614
Hancock, 435 Hancock, 49930
Monroe, 10 Winchester St., 48161

78 percent of the numerical goal. Three apparent conclusions appear to be accountable for the decline:

a. 23 percent drop in the number of migrants coming to Michigan.

b. Cut back in Office of Economic Opportunity (EOE) grants to United Migrants for Opportunity, Incorporated (UMOI) forcing the closing of some outreach stations.

c. Shortage of available and suitable housing near educational institutions at a cost which the migrant could afford to pay.

II. RURAL MANPOWER

A. RURAL AREA DEMOGRAPHIC DATA

Michigan's population distribution is characteristic to other industrial states, in that approximately 76.6 percent of the population reside in a small number of urban counties (twenty), albeit, the land area of these counties comprises only 29.24 percent of State's total land area. A large segment of the population, 47.4 percent, clusters within the tri-county area of Wayne, Oakland, and Macomb Counties, with a land area of 1,952 sq. mi., and only 3.44 percent of the state's land area. Approximately 12.8 percent, 866,217 individuals, of the population of the urban counties reside in the rural areas of these counties.

Michigan rural counties, numbering 63, extend over 40,205 sq. mi., 70.76 percent of the state's total land area, and have a total population of 2,092,601 individuals, 23.6 percent of the state's total. Approximately 64.6 percent of the population of these counties reside in rural areas, while the remaining 30.4 percent live in the urbanized areas of these counties.

RURAL-URBAN POPULATION
IN MICHIGAN

COUNTIES	TOTAL POPULATION	POPULATION URBANIZED AREAS	% OF TOTAL	POPULATION OF RURAL AREAS	% OF TOTAL
URBAN	6,785,300	5,919,083	87.2	866,217	12.8
RURAL	2,092,601	637,143	30.4	1,455,458	69.6

A widely held misconception is that rural counties are largely agricultural and contain hardly any non-agricultural establishments. It was reported that in June 1973, over 30,261 non-agricultural employers were located in rural counties. These employed over 457,083 workers.

Total employment in the rural counties during 1973 averaged approximately 669,425 workers, 92.3 percent of the total civilian work force, in comparison with 90.5 percent in 1972. Percent unemployment ranged from 3.4 in Eaton County to 17.8 in Cheboygan County. Unemployment remained unchanged in only two counties, and increased in three counties.

1973 Projected Labor Force and Employment
Estimates for Rural Counties in Michigan

COUNTY	Total Labor Force Estimates	Employment Estimates	Unemployment Estimates	Percent Unemployment 1972	1973
Alcona	2,000	1,750	250	12.5	12.5
Alger	3,175	2,875	300	13.7	9.4
Allegan	18,025	16,725	1,300	8.8	7.2
Alpena	11,825	10,200	1,625	14.2	13.7
Antrim	4,650	4,250	400	10.5	8.6
Arenac	3,050	2,700	350	14.4	11.5
Baraga	2,600	2,400	200	10.7	8.6
Barry	15,700	14,800	900	7.5	5.7
Benzie	3,450	3,000	450	13.8	13.0
Berrien	80,100	75,100	5,000	6.9	6.2
Branch	14,325	13,350	975	9.5	6.8
Cass	11,075	10,175	900	10.2	8.1
Charlevoix	6,575	5,950	625	10.8	9.5
Cheboygan	7,175	5,900	1,275	17.9	17.8
Clare	5,000	4,350	650	19.4	13.0
Clinton	20,200	19,400	800	5.0	4.0
Crawford	2,625	2,300	325	15.0	12.4
Eaton	29,700	28,700	1,000	4.7	3.4
Emmet	8,200	7,450	750	10.4	9.1
Gladwin	4,550	4,100	450	10.8	9.9
Grand Traverse	16,725	15,575	1,150	8.1	8.9
Gratiot	14,100	12,650	1,450	11.7	10.3
Hillsdale	12,575	11,850	725	8.8	5.8
Houghton	10,050	9,100	950	10.4	9.5
Huron	13,375	12,250	1,125	13.5	8.4
Ionia	14,700	13,450	1,250	13.5	12.5
Iosco	5,825	5,350	475	7.8	8.2
Iron	3,500	3,100	500	14.6	13.6
Isabella	13,725	12,825	900	7.4	6.6
Kalkaska	2,900	1,575	325	19.2	17.1
Keweenaw	550	500	50	13.0	9.1
Lake	2,150	1,950	200	12.3	9.3
Lapeer	19,400	18,400	1,000	7.3	5.2
Leelanau	4,375	3,950	425	11.4	9.7
Lenawee	33,675	31,500	2,125	8.9	6.3
Livingston	14,950	14,075	875	7.2	5.6
Luce	2,390	2,000	375	16.0	15.7
Mackinac	3,500	3,100	400	16.1	11.4
Manistee	7,800	6,700	1,100	15.9	14.1
Mason	8,850	8,075	775	9.1	8.8

1973 Projected Labor Force and Employment
Estimates for Rural Counties in Michigan

COUNTY	Total Labor Force Estimates	Employment Estimates	Unemployment Estimates	Percent Unemployment 1972	Percent Unemployment 1973
Mecosta	8,625	8,050	575	7.7	6.7
Menominee	8,900	8,300	500	6.9	5.7
Missaukee	2,650	2,375	275	13.1	10.4
Monroe 2	NA	NA	NA	NA	NA
Montcalm	13,425	12,075	1,350	14.6	10.1
Montmorency	1,450	2,200	250	12.1	10.2
Newaygo	7,625	6,850	775	13.2	10.2
Oceana	4,500	3,850	650	19.1	14.4
Ogemaw	3,825	3,450	375	13.1	9.8
Ontonagon	5,500	5,200	300	7.4	4.9
Osceola	5,950	5,350	600	12.6	10.1
Oscoda	1,275	1,075	200	15.4	15.7
Otsego	4,150	3,800	350	9.7	8.4
Ottawa	57,400	54,200	3,200	6.5	5.6
Presque Isle	4,100	3,800	300	7.7	7.3
Roscommon	3,700	3,250	350	10.8	9.7
St. Clair	42,000	37,700	3,900	10.5	9.3
St. Joseph	21,025	19,900	1,100	6.5	5.2
Sanilac	13,175	11,900	1,275	11.8	9.7
Shiawassee	19,700	17,425	2,275	16.6	11.5
Tuscola	13,375	12,350	1,025	12.1	7.7
Van Buren	17,175	15,925	1,200	7.2	7.0
Wexford	7,575	6,950	625	10.3	8.3
TOTAL	726,015	669,425	56,150	9.5	7.7

1. These estimates are averages for monthly estimates during 1973. Furthermore data for November and December are projected estimates since actual data was not yet available.

2. Date for Monroe County is unavailable, since it is part of the Toledo, Ohio standard Metropolitan Statistical Area.

RURAL MANPOWER DATA

COUNTY	County 1/ Population	Percentage 1/ Rural Population	Number 2/ Non-Agr. Employers	Farm Using 3/ Seasonal Labor
Alcona	7,113	100.0	129	62
Alger	8,578	57.1	143	44
Allegan	66,575	77.4	817	834
Alpena	30,708	55.0	579	143
Antrim	12,612	100.0	223	121
Arenac	11,149	100.0	191	169
Baraga	7,789	67.4	134	20
Barry	38,166	83.0	391	347
Benzie	8,593	100.0	200	82
Berrien	163,875	53.6	2,582	1,096
Branch	37,906	76.0	550	351
Cass	43,312	79.4	446	349
Charlevoix	16,541	60.8	362	70
Cheboygan	16,573	66.5	440	63
Clare	16,695	84.2	354	100
Clinton	48,493	78.7	412	533
Crawford	6,482	100.0	176	NA
Eaton	68,892	57.9	663	406
Emmet	18,331	65.4	529	74
Gladwin	13,471	100.0	195	118
Grand Traverse	39,175	53.9	993	255
Gratiot	39,296	57.6	578	572
Hillsdale	37,171	79.2	526	475
Houghton	34,652	60.3	549	75
Huron	34,083	91.2	602	849
Ionia	45,848	66.6	586	509
Iosco	24,905	58.2	449	71
Iron	13,813	80.0	267	36
Isabella	44,594	54.0	523	358
Kalkaska	5,272	100.0	105	25
Keweenaw	2,264	100.0	32	NA
Lake	5,661	100.0	90	38
Lapeer	52,361	88.0	582	417
Leelanau	10,872	100.0	184	231
Lenawee	81,951	59.7	1,265	703
Livingston	58,967	89.0	712	280
Luce	6,789	100.0	114	17
Mackinac	9,660	70.1	278	38
Manistee	20,094	61.6	396	106
Mason	22,612	69.1	408	212

RURAL MANPOWER DATA

COUNTY	County 1/ Population	Percentage 1/ Rural Population	Number 2/ Non-Agr. Employers	Farm Using 3/ Seasonal Labor
Mecosta	27,992	57.1	349	205
Menominee	24,587	56.3	389	197
Missaukee	7,126	100.0	110	182
Monroe	118,479	65.0	1,173	439
Montcalm	39,360	81.1	586	418
Montmorency	5,247	100.0	136	36
Newaygo	27,992	87.6	363	312
Oceana	17,984	100.0	136	36
Ogemaw	9,892	100.0	246	98
Ontonagon	10,548	100.0	143	68
Osceola	14,828	100.0	236	179
Oscoda	4,726	100.0	106	35
Otsego	10,422	81.1	287	42
Ottawa	128,181	51.7	2,013	711
Presque Isle	12,836	66.7	211	137
Roscommon	9,892	100.0	330	12
St. Clair	120,175	53.0	1,625	361
St. Joseph	47,392	64.9	833	325
Sanilac	35,181	100.0	541	735
Shiawassee	63,075	62.4	791	365
Tuscola	48,603	86.6	615	792
Van Buren	56,173	78.4	755	847
Wexford	17,717	49.3	417	69
TOTAL	2,092,601		30,261	17,225

1. From the 1970 Census of population.

2. Data excludes statistics on teachers, farm employment and self-employed individuals. The statistics includes only those employers covered under the "Unemployment Insurance Act."

3. From the 1969 Census of Agriculture.

The outlook for 1974 is not as favorable, since the energy and fuel crises will adversely affect recreation related industries and establishments.

B. MANPOWER SERVICES FOR RURAL RESIDENTS

The Rural Manpower Service (RMS) operated 35 service points in various rural locations throughout the state. Four year-round and five seasonal service points were mainly involved in servicing agricultural employers and applicants with only few transactions related to services in other areas of industry. However, each one had a job bank viewer or had ready access to one. Twenty-six were involved with a wide spectrum of manpower activities, both agricultural and non-agricultural, albeit, rural non-agricultural activities predominated.

These service points were generally located in county seats, since county seats in Michigan are: generally the socio-economic center of the county; are centrally located geographically; and also house agencies offering ancillary services which often are needed in improving the employability of the applicant. By requesting communities to provide free office space, it appears to have created a more cooperative total involvement of community leaders in trying to improve local economic conditions. Thus, manpower services were made more readily available to the rural residents of the county. Reports for the year indicate that accomplishments exceeded the goals set for placement in non-agricultural work and in improving the employability of the rural residents.

Staff members formerly dealing only with seasonal agricultural activities found themselves operating in a dual capacity. During the active agricultural season they were deeply involved with farm labor and migrant problems. At other times they were involved with the problems of the small town or rural employer and the needs of the permanent local rural residents.

Intensive training was promoted to make field staff members knowledgeable about the many available manpower and supportive services.

All of the year-round and long time seasonal personnel were fully apprised of the nearest location of available related technical services and whom to contact. Thus, when an applicant complained that he had not received all of the wages due him; or that he had received wages below the legal minimum; or that the agricultural housing was in terrible condition; or that employment discrimination was being practiced; or had not received needed social services, etc.; the rural manpower service representative knew how and where to refer the person or to whom to report the incident and/or complaint for required action.

The new registration intake totaled 31,382, of which 5,828 were veterans, 20,890 males and 10,492 females. However, a large portion were partial registrations of migrants seeking agricultural employment only. Continuing in its efforts in providing manpower services to rural residents, the outstation staff received 4,375 non-agricultural orders, 19 percent more than received during 1972. These orders encompassed 7,799 openings, a 22 percent increase. They made 10,173 referrals, of which 6,816 were adults and 3,357 were youths under 22 years. A total of 4,674 individuals were placed in non-agricultural jobs, of which 1,301 were females, 1,127 veterans and 1,565 youths. The total placements represented a 12 percent increase

NON-AGRICULTURAL
SELECTED MANPOWER ACTIVITIES
1973

ACTIVITY/PERIOD	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	1973
ORDER INFORMATION													
1. ORDERS RECEIVED	282	294	346	481	427	388	392	442	399	349	326	249	4,375
A. OPENINGS RECEIVED	473	468	516	811	712	703	801	985	736	666	606	322	7,799
REFERRALS TO JOB OPENINGS													
1. TOTAL	693	735	773	915	964	903	825	1,089	979	861	867	569	10,173
A. ADULT	497	548	545	691	683	551	483	645	639	582	565	387	6,816
B. YOUTH (Under 22)	196	187	228	224	281	352	342	444	340	279	302	182	3,357
PLACEMENT ACTIVITY													
1. INDIVIDUAL SELECTION	243	280	313	445	430	481	407	590	513	404	309	259	4,674
(a) Females	84	77	77	127	100	155	99	177	149	106	73	77	1,301
(b) Veterans	62	81	70	99	113	121	75	125	121	95	74	91	1,127
(c) Non-White	20	23	21	23	18	23	34	41	30	22	19	10	284
(d) Youth (Under 22)	75	73	97	99	102	190	183	236	187	137	109	77	1,565
TOTAL PLACEMENTS	243	280	313	445	430	481	407	590	513	404	309	259	4,674

RURAL MANPOWER
SELECTED ACTIVITIES IN
EMPLOYER AND APPLICANT SUPPORTIVE
SERVICES FOR 1973

I. EMPLOYER SERVICES	AGR.	NON-AGR.
A. Employer Visits	4,069	5,275
(1) Major Market	xxx	1,354
B. Telephone Contacts	7,604	11,817
C. Other Contacts	2,180	5,347
D. Meetings Attended	148	525
E. Job Development Contacts	749	1,803
F. Different Establishments Provided Ind. Services	xxx	398

	TOTAL
II. Supportive Services Referral	
A. Health	196
B. Educational (Total)	745
(1) Basic Adult Education	224
(2) Vocational	87
(3) MDT	176
(4) OJT	63
(5) GED	195
C. Branch Office	726
(1) Testing	374
(2) Counseling	352
D. Other Services (Total)	9,413
(1) Dept. of Social Services	2,577
(2) Legal Aid	165
(3) Social Security Adm.	664
(4) Vocational Rehab.	439
(5) Mich. Civil Rights Comm.	108
(6) Mich. Dept. of Labor-Wage & Hour Division	837
(7) Mich. Dept. of Labor-Workmen's Compensation	300
(8) O.E.O. Funded Agencies	836
(9) Veterans Services	936
(10) Misc. Total	2,551
III. Test Given by RAMPS	158

over 1972.

In servicing rural employers, 5,275 non-agricultural employer visits were made, of which 1,354 were classified as Major Market visits. In addition, 1,803 job development contacts were made and 398 establishments were provided industrial services.

Rural Manpower Service Personnel tested 158 applicants. In addition, they referred to branch offices having manpower specialists available, 374 for testing and 352 for counseling. To improve employability, 941 referrals were made to ancillary service agencies. Of these, 196 were referred to health agencies and 745 to educational programs. The referrals to educational agencies included Basic Adult Education, Vocational Education, Manpower Development and Training Projects, Jobs Optional (OJT), and General Education Development.

Referrals to other governmental agencies involving requests for social services, vocational rehabilitation, social security, Civil rights, wage disputes, workmen's compensation, veterans assistance, and other similar services totaled 9,413.

III. WAGES AND EARNINGS IN AGRICULTURE

In compliance with the regulations promulgated by the United States Secretary of Labor, wage surveys were conducted wherever it was administratively possible. Prevailing wage findings were made for crop activities in which a significant number of farm workers were recruited outside of the state through the assistance of the Employment Service. Wage surveys were also conducted in crop activities with a history of wage fluctuations, and in those activities which preliminary research indicated that the wage structure had changed significantly since the previous survey was conducted. However, findings were not made when valid samples could not be obtained.

Rural Manpower Service personnel, during the 1973 season, conducted nine area-wide wage surveys and one state-wide survey. The wage surveys encompassed five harvest activities in seven wage finding classes. Eleven prevailing wage findings were determined in eight crop areas, and one statewide finding was made in pickle harvest. Fruit crop activities accounted for ten of the wage findings, and the remaining were in vegetable crop activities.

In meeting sampling requirements, data were collected and recorded on 9,395 seasonal workers, 26.9 percent of the total number of seasonal workers employed in the activities surveyed during the 1973 season. Workers from instate sources comprised 17.4 percent (1,635 workers) of the total sample, while interstate sources accounted for 82.6 percent (7,760 workers). Vegetable harvest employed 34.0 percent (3,188 workers) of those sampled, while fruit cultivation and harvest employed 66.0 percent (6,027 workers). The sample was drawn from a total population of approximately 35,000 seasonal workers. The samples covered 350 employers, of which 270 grew fruit crops and 80 grew vegetable crops. They comprised 14.5 percent of the total number of employers hiring workers during the survey period in the activities surveyed.

TABLE A. A comparison of the universe of workers employed in the activities surveyed in 1972 and 1973:

Workers	1972	Percent	1973	Percent
Instate	8,950	20.0	7,300	20.9
Interstate	35,850	80.0	27,700	79.1
Total	44,800	100.0	35,000	100.0

TABLE B. A comparison of the sample of workers employed in the activities surveyed in 1972 and 1973:

Workers	1972	Percent	1973	Percent
Instate	2,413	21.6	1,635	17.4
Interstate	8,769	78.4	7,760	82.6
Total	11,182	100.0	9,395	100.0

TABLE C. A comparison of the 1967-1973 weighted average hourly earnings of piece and hourly rated workers:

Method of Payment	1967	1968	1969	1970	1971	1972	1973*
Piece Rates	$1.441	$1.656	$1.680	$1.652	$1.925	$2.207	$2.545
Hourly Rates	1.301	1.422	1.351	1.489	1.605	1.635	-
Combined Piece & Hourly Rates	1.409	1.597	1.615	1.621	1.905	2.198	2.545

* Inclusion of hourly rates may result in unreliable and erroneous conclusions since of those workers sampled only 53 workers received an hourly rate. This wage rate structure is the result of the type of wage finding classes surveyed.

Due to the selectivity of the data used in the wage surveys, caution must be exercised in the interpretation of the statistics derived from the wage surveys, especially when these statistics are compared with those of previous years. Many factors are involved, such as type of activities surveyed, crop wage areas surveyed, characteristics of the unit of payment used in the activities surveyed, and the influence ofof adverse weather on the rates.

Comparison of the 1972 and 1973 wage surveys and finding classes disclosed the following data:

Twelve prevailing wage findings in seven wage finding classes were resurveyed in 1973. Eight of the prevailing wage findings increased while the remaining four remained the same.

The average hourly earnings ($2.545) of piece-work rated workers in 1973 increased 15.3 percent over that of 1972, in comparison with a 14.7 percent increase in 1972 over that of 1971. This increase is a continuation of series of raises that began with the 1966 study and is closely related to the increase in Michigan's minimum wage and to the general inflationary pressure of the economy. This year's increase reflects the high to record high prices received by the growers in the crops surveyed. These prices were the result of a conglomeration of factors. Foremost among these are an inflationary economy, a shortage of stocks, and a short crop due to adverse weather conditions. No reliable data on hourly rated wages were available. Only 53 workers of 9,395 workers surveyed received hourly rated wages. This drouth of hourly rates is due to types of activities surveyed. Traditionally, growers have preferred to use piece-work rates in these activities as an incentive for improving production and seem to resort to it repeatedly; also, some indications support the conclusion that great number of workers prefer piece-work rates over hourly rates. It must be stated though, that there are no accurate reliable statistics available on workers or growers preferences.

MICHIGAN STATE MINIMUM PIECE WORK RATES

Minimum piece rates were established by the Wage Deviation Board of the Michigan Department of Labor for vegetables and fruit harvest in compliance with Section 14 of Act 154 of the Public Acts of 1964. A list of these rates follows. Any known instance where an employer is offering less or different basic rate than the rate established by the Wage Deviation Board is being reported to the Wage and Hour Division, Bureau of Safety and Regulations, Michigan Department of Labor, for investigation and determination. However, the established hourly or piece rate may reduced in some cases up to a maximum of 16 percent for housing being provided to the workers, if such facilities are licensed under Act 289 of the Public Acts of 1965.

Vegetable Crop Harvest	Unit	Rate Effective July 1, 1971
Asparagus	Pound	5.0¢
Beans (Snap)	Bushel	$ 1.42
Cucumbers (Pickles)	Pound	2.0 ¢
Greens	25 Pound crate	29.5 ¢
Lettuce, Head	24 Head crate	8.7 ¢
Onions, Dry (Yellow)	5 Peck crate	12.0 ¢
Onions, Dry (White)	5 Peck crate	21.0 ¢
Onions, Green	Bunch (8-9 Onions per bunch)	3.2 ¢
Peppers "Cherry"	Bushel	$ 1.029
Peppers, "Long Green"	Bushel	27.8 ¢

Vegetable Crop Harvest	Unit	Rate Effective July 1, 1971
Potatoes	Bushel	9.4 ¢
Radishes	Dozen Bunches (18 - 20 radishes per bunch)	26.5 ¢
Tomatoes, Fresh	5/8 Bu. Hamper	23.4 ¢
Tomatoes, Process	5/8 Bu. Hamper	16.9 ¢

Fruit Crop Harvest	Unit	Rate Effective July 1, 1971
Apples	Bushel (Stripping rate)	18.5 ¢
Apples, Crab	Bushel (Stripping rate)	64.0 ¢
Blackberries	Quart	18.0 ¢
Blueberries, Hand Picked	Pound	9.5 ¢
Blueberries, Hand Vibrator Assisted	Pound	2.5 ¢
Cherries, Tart	27 Pound Lug	89.0 ¢
Cherries, Sweet	24 Pound Lug	98.0 ¢
Grapes, Concord & Niagara	Pound	0.98¢
Grapes, Delaware	Pound	1.25¢
Peaches, Process	Bushel	20.8 ¢
Pears	Bushel	28.6 ¢
Plums (Blue Damson, etc.)	Bushel	$ 1.28
Prunes, (Italian, Stanley, etc.)	Bushel	50.3 ¢
Raspberries, Black	Quart	18.0 ¢
Raspberries, Red	Quart	25.0 ¢
Strawberries, Fresh	Quart	9.5 ¢
Strawberries, Process	Pound	6.8 ¢

Strawberry Plants Harvest	Unit	Rate Effective July 1, 1971
Strawberry, Plants (Machine Assisted)	Thousand	$ 3.15
Strawberry, Plants (Non-mechanically Assisted Operation)	Thousand	$ 4.20

There are no approved piece rates under the Federal Minimum Wage Standards (29 USC 201 et seq.). The minimum rate for agriculture was $1.30 per hour with only legal deductions from pay allowed. Transportation advances made to bring worker from home to place of employment cannot be deducted in any pay period if such deduction reduces the gross hourly rate ($1.30. less legal deductions) below the allowed minimum.

TABLES OF PREVAILING WAGE RATES PUBLISHED IN 1973

Area, Activity and Wage Finding Class	1973 Prevailing Wage Rate	Weighted Average Hourly Earnings in 1973
STATEWIDE		
Pickle Harvest	2 per pound	$3.06
BENTON HARBOR CROP AREA (05-26-01)		
Strawberry Harvest (Pick for Fresh Market	80 per 8 qt. carrier	$2.01
MUSKEGON CROP AREA (05-26-02)		
Apple Harvest (Regular Pick)	35 per bushel	$2.86
MANISTEE CROP AREA (05-26-03)		
Apple Harvest (Regular Pick)	35 per bushel	$2.67
Cherry Harvest, Sweet (Hand Pick)	$1.00 per 24-lb lug	$1.92
Cherry Harvest, Tart (Hand Pick)	$1.00 per 27-lb. lug	
Strawberry Harvest (Hand Pick for Processing)	7.0 per pound	$1.63
TRAVERSE CITY CROP AREA (05-26-04)		
Apple Harvest (Regular Pick)	40 per bushel	$3.69
Cherry Harvest, Sweet (Hand Pick)	$1.00 per 24-lb. lug	$1.78
Cherry Harvest, Tart (Hand Pick)	$1.00 per 27-lb. lug	$1.80
LANSING CROP AREA (05-26-06)		
Apple Harvest (Regular Pick)	$6.30 per 18 Bushel Box	$3.14
YPSILANTI CROP AREA (05-26-07)		
Tomato, Harvest (Hand Pick for Process, with Stems)	18 per 5/8 bu. hamper	$3.05

IV. EMPLOYMENT AND OPERATIONS IN AGRICULTURE

Michigan's labor situation in 1973 was in a state of transition, in that most crops, with the exception of apples and strawberries, approached optimum mechanization levels. Sufficient migrant housing meeting mimimum government standards was also in short supply. The caprice of weather and the labor supply are the only remaining variables that have to be accounted for.

Adverse weather conditions combined with mechanization reduced labor needs by approximately 15.6 percent of the labor force employed in 1972.

Some of the decline can also be attributed to a drop in available migrant housing which would meet the Occupational Safety and Health Administration (OSHA) Standards. The cost of providing suitable housing prompted further use of labor substituting devices that were more economical. Total licensed migrant housing capacity decreased 11.0 percent, from 36,630 in 1972 to 32,621 in 1973. Over 95 percent of this decrease occurred in housing licensed for prior to July occupancy.

No serious labor shortage or surplus developed until late in the season during the tomato and apple harvest periods. Apple growers have been experiencing shortages during the past few years, albeit, less significantly than in 1973.

The impact of regulatory provisions (housing, wages, workmen's compensation, price controls, etc.) inflation, mechanization and curtailment of acreage in labor using crops has adversely affected employment opportunities in Michigan's agriculture during the past ten year period. Peak number of workers in asparagus harvest declined from 4,900 in 1964 to 1,965 in 1973; sugar beet cultivation dropped from 5,800 in 1961 to 1,105 in 1973; Cherry harvest dropped from 31,600 in 1966 to 8,830 in 1973; pickling cucumber harvest declined from 16,500 in 1964 to 7,145 in 1973; blueberry harvest declined from 14,800 in 1962 to 2,870 in 1973; tomato harvest dropped from 6,200 in 1963 to 1,260 in 1973; grape harvest dropped from 2,700 in 1966 to 155 in 1973; strawberry harvest dropped from 27,300 in 1967 to 11,035 in 1973, and raspberry harvest dropped from 6,000 in 1966 to 765 in 1973.

The number of farms in Michigan has been steadily declining since 1933, when 200,000 farms were under cultivation. There was only a 5.0 percent decline by 1940, but during the forties it declined another 14.5 percent, in the fifties 21.5 percent and during the sixties 16.0 percent. Since 1970, the number of farms has declined another 3.0 percent in comparison with the year 1933, for a total of 60.0 percent.

Total land in farms did not begin to decrease until after 1940, when 18,400,000 acreas were under cultivation, declining 2.7 percent during the forties, 13.6 percent during the fifties, and 12.5 percent in the sixties. Since 1970, land in farms has declined another 4.3 percent in comparison with 1940, for a total of 33.1 percent, as compared with a total decline of 57.9 percent for the number of farms during that same period.

Slightly under 68.0 percent of the farms have survived exonomic, inflationary and other pressures during the sixties and the first four years of the seventies.

The declining trend in the number of Michigan farms and total land in farms continues, albeit, the rate of decline has slowed down. The number of farms declined from 81,000 in 1972 to 80,000 in 1973, a 1.2 percent drop; while total crop land declined only 0.81 percent, from 12,400,000 acres in 1972 to 12,300,000 acres in 1973.

In 1974 Michigan farmers will have to face additional regulations, a probable unemployment insurance for agricultural workers, an increase in the minimum wage, as well as reinterpretation and stricter enforcement of existing regulations. By far, the energy crisis and the shortage of fuel, if they persist, will be the most problematical for Michigan farmers during 1974. A shortage of fuel for farm machinery will force farmers to do more hand cultivating and hand harvesting. Provided, however, that the prices received by farmers will be sufficiently high enough to absorb the added

cost and cover past incurred debts.

Even if the prices are sufficiently high, there still remains the question of sufficiency of labor. Nearly half of Michigan's seasonal farm labor consists of migrant workers, mostly from Texas. A shortage of gasoline along with a highly inflated price will make it impossible for a great number of migrants to travel as far as Michigan, resulting in a greatly reduced labor pool. A ban on Sunday driving, the closing of gas stations on weekend, and/or rationing would further aggravate the problems of transportation for migrant workers. Furthermore, a gasoline shortage would also present problems for local workers. Thus, it appears to be almost a certainty that there will not be sufficient labor to meet the needs of seasonal activities in 1974.

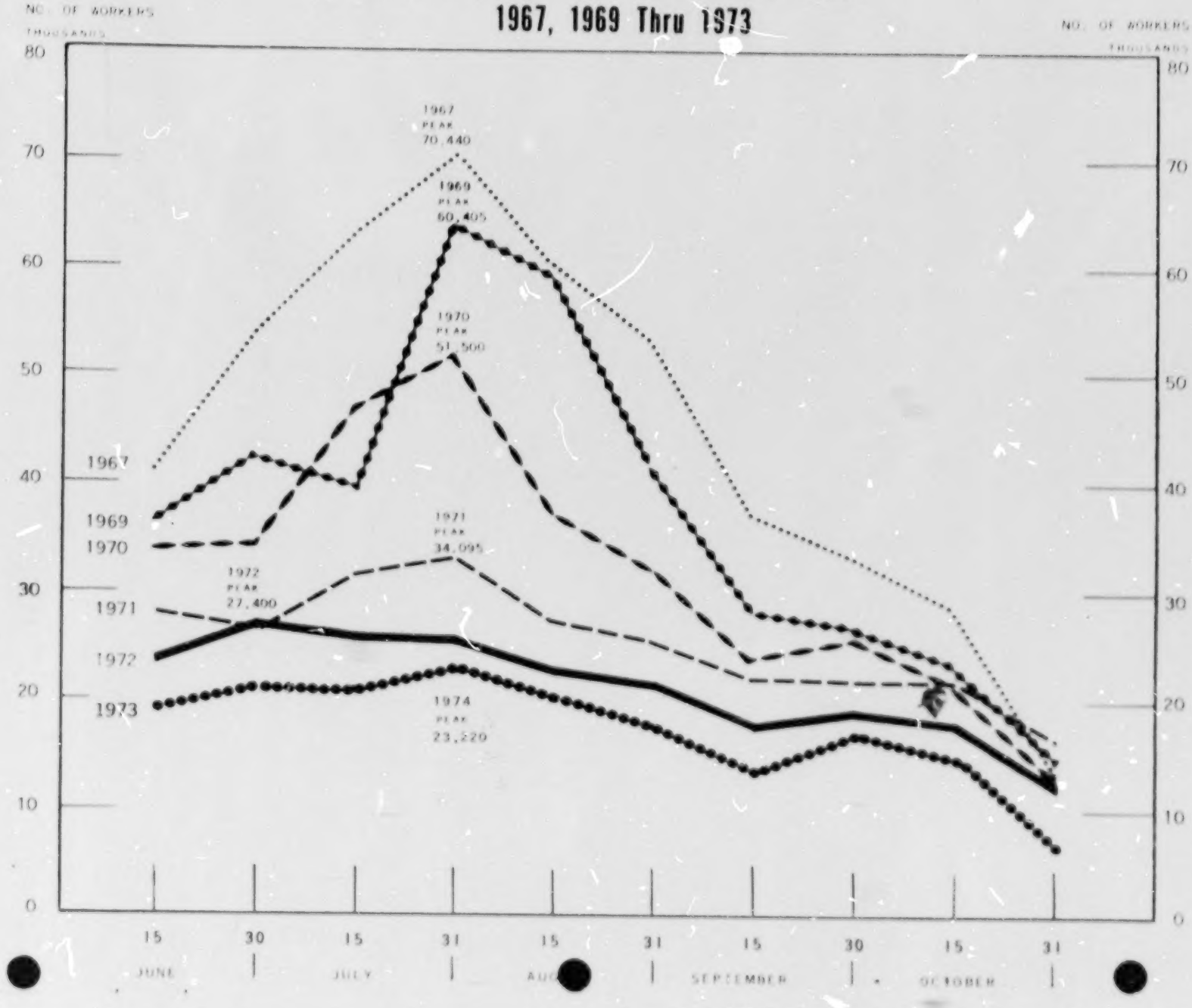
In order to survive, many Michigan farmers will need an adequate supply of fuel to operate farm machinery and maintain last year's level of mechanization. In addition, a program must be instituted for handling the labor transportation problems. Any program being considered should include provisions for other means of subsidized transportation for the workers.

The employment of seasonal agricultural workers in Michigan during 1973 reached its peak towards the end of July, one month later than in 1972. An estimated 23,220 workers were reported to have been employed during the 1973 peak period. This represented a decrease of 15.0 percent from the previous year. The peak employment of local workers occurred during the latter part of July with 10,505 workers employed, a decline of 13 percent from the previous year's peak. The period of greatest employment of intrastate workers occurred during the latter part of June with 325 workers, 47.0 percent less than the 1972 peak of 615 workers. The interstate workers peak of 13,425 workers, during the latter part of July, showed a decline of 21 percent. Employment opportunities for seasonal agricultural workers in Michigan are expected to continue to decline, although at a much slower rate than during the last three years.

The total number of workers estimated to have been seasonally employed at one or more time during 1973 in the cultivation and harvest of Michigan crops was 47,200, down 15.6 percent from 1972. Approximately 22,400 workers were from local sources, a 13 percent decline, while intrastate sources supplied 1,200 workers, a 48.6 percent drop. The number of workers from interstate sources declined 15.3 percent, from 27,900 in 1972 to 23,600 workers in 1973.

Rural Manpower Service personnel wrote 2,970 agricultural job orders, covering 19,001 openings as compared with 2,807 orders and 30,868 openings in 1972. The above figures reflect the general farm employment picture. The number of openings per order have also dropped from 11.0 workers per order to 6.4 workers in 1973. Placement representatives referred 11,809 adults, and 6,185 youths to agricultural job openings resulting in 13,339 placements. A total of 2,561 local individual placements were made which included 650 females, 332 veterans and 680 youths. Multi placements comprised 77.0 percent of total, pool type 3.5 percent and individual 19.5 percent. (See chart for monthly work-load figures.) Non-agricultural actions and services are discussed under the "Rural Manpower" section.

MICHIGAN SEASONAL FARM LABOR FORCE
1967, 1969 Thru 1973



AGRICULTURAL

SELECTED MANPOWER ACTIVITIES — 1973

ACTIVITY/PERIOD	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	1973
ORDER INFORMATION													
1. Orders received	44	34	71	120	132	306	360	302	401	241	86	20	2,127
A. Openings Received	134	156	222	542	816	4,593	5,224	2,598	2,713	1,620	321	62	19,001
REFERRALS TO:													
1. Job Openings	111	150	148	353	896	3,386	6,017	3,082	1,753	1,555	464	79	17,994
A. Adult	99	140	132	278	698	1,797	3,543	2,128	1,394	1,153	382	65	11,509
B. Youth (Under 22)	12	10	16	75	198	1,589	2,474	954	359	402	82	14	6,185
CLEARANCE ACTIVITY													
1. Individual Selection	-	-	-	-	-	-	-	41	-	-	-	-	41
(a) Females	-	-	-	-	-	-	-	-	-	-	-	-	-
(b) (b) Veterans	-	-	-	-	-	-	-	-	-	-	-	-	-
(c) Non-whites	-	-	-	-	-	-	-	-	-	-	-	-	-
(d) Youth (Under 22)	-	-	-	-	-	-	-	-	-	-	-	-	-
2. In Crews	-	-	-	-	40	22	67	121	9	-	-	-	259
(a) Youth (Under 22)	-	-	-	-	15	10	10	35	3	-	-	-	73
(b) Number of Crews	-	-	-	-	1	2	3	2	1	-	-	-	9
TOTAL PLACEMENTS	-	-	-	-	40	22	67	162	9	-	-	-	300
LOCAL PLACEMENT ACTIVITY													
1. Individual Selection	30	32	45	94	114	151	241	309	692	685	101	63	2,561
(a) Females	-	2	7	11	13	20	52	89	223	213	16	5	650
(b) Veterans	5	8	12	19	18	18	33	42	76	71	15	15	332
(c) Non-white	-	-	2	8	8	3	16	37	79	116	10	14	293
(d) Youth (Under 22)	1	2	7	21	24	48	110	61	140	239	18	9	680
2. In Crews	26	26	50	110	506	1,977	4,254	1,683	568	517	302	-	10,019
(a) Youth (Under 22)	1	2	2	30	118	723	1,699	603	141	168	69	-	3,556
(b) Number of Crews	7	3	11	32	106	303	551	298	106	71	66	-	1,554
3. Pool Type	-	-	-	-	-	-	452	11	-	-	2	-	465
TOTAL PLACEMENTS	56	58	95	204	620	2,128	4,947	2,003	1,260	1,202	403	63	13,039

BI-MONTHLY ESTIMATES OF DOMESTIC SEASONAL
HIRED FARM WORKERS IN MICHIGAN
DURING THE 1973 SEASON 1/

Date	Total Workers	Local Workers	Intrastate Workers	Interstate workers
April 15	4,270	3,720	-	550
April 30	5,725	4,735	-	990
May 15	7,395	5,765	15	1,615
May 31	9,275	6,915	-	2,360
June 15	19,665	9,655	25	9,985
June 30	21,395	9,990	325	11,080
July 15	21,285	10,505	315	10,465
July 31	23,220	9,480	315	13,425
Aug. 15	20,460	9,505	50	10,905
Aug. 31	17,885	9,785	-	8,100
Sept. 15	13,840	8,500	-	5,340
Sept. 30	16,815	9,830	-	6,985
Oct. 15	14,385	8,665	45	5,575
Oct. 31	6,440	4,620	-	1,820
Nov. 15	4,055	3,465	-	590

1/ Seasonal employment figures are estimated for the last normal work day preceding the reporting date. Estimates are calculated for the period of greatest seasonal employment only (April 15 to November 15). Peak employment occurred near July 31, when approximately 23,220 workers (Age 10-up) were employed in seasonal activities.

V. MAJOR CROPS

The nemesis of Michigan farmers was very active during the 1973 season. Unfavorable weather caused serious damage to Michigan's major fruit crops and limited yields of all major field crops.

Freezing temperatures during mid-April, late April, and mid-May caused extensive damage to cherry and apple, and other tree fruit buds, and severely injured the grape crop. Cool, rainy and windy weather during bloom time was unfavorable for pollination and caused further damage to the cherry and apple crops. The net result was a 39 percent drop in the production of Michigan's seven major crops. Apple production was down to 40 percent, tart cherries 48.6 percent, sweet cherries 43 percent and pears 60 percent. Although peach production was greater than the record low production of last year, it was 39 percent less than the 1971 crop. Only prune and plum production was significantly larger than last year.

Wet soils in early spring delayed the start of plowing and planting of spring crops. Spring freezes also wiped out early plantings of tomatoes, but growers replanted damaged acreage. Heavy rains in early July flooded many fields in Bay County causing serious damage to dry beans, pickling cucumbers and potatoes.

The major seasonal labor utilizing activities are listed below with a column indicating the change in the use of hand labor at the peak of the season.

ACTIVITY	% CHANGE USE OF LABOR AT PEAK	1973 PERIOD OF EMPLOYMENT
NURSERY AND SOD	0.0%	APR. 10 NOV. 20
VEGETABLE CULTIVATION AND HARVEST	-24%	APR. 10 - NOV. 1
ASPARAGUS HARVEST	-40.5%	APR. 10 - JUNE 30
SUGER BEET CULTIVATION	-7.5%	MAY 25 - AUG. 10
STRAWBERRY HARVEST	-23.0%	JUNE 10 - JULY 20
PICKLE CULTIVATION AND HARVEST	+30.0%	JUNE 25 - SEPT. 25
CHERRY HARVEST	-22.9%	JUNE 20 - SEPT. 30
RASPBERRY HARVEST	-32.3%	JUNE 25 - JULY 20
BLUEBERRY HARVEST	-9.0%	JULY 10 - OCT 10
TOMATO HARVEST	-29.0%	AUG. 10 - OCT. 10
PEACH, PEAR & PLUM HARVESTS	52.6%	JULY 25 - SEPT. 30
APPLE HARVEST	-23.0%	JULY 25 - NOV. 15

Following is a breakdown of seasonal employment by date and source of workers (local, intrastate, interstate) for 1973, in those crop activities in which a relatively large number of workers continued to be employed. These are not necessarily Michigan's most productive or largest revenue producing crops.

A. **APPLES.** A total of 2,384 Michigan Apple growers reported 66,157 acres of apple trees in 1973, according to a survey conducted by the Michigan Crop Reporting Service. The survey disclosed that the western part of the State accounted for 86 percent of the acreage, with Kent, Berrien and Van Buren Counties accounting for over two-fifths of the State's apple acreage. Approximately 80 percent of the acreage was of the standard type trees with an average of 47 trees per acre. The remainder were of the dwarf and semi-dwarf types with an average of 101 trees per acre

Freezing temperatures in mid-April caused considerable damage to fruit buds. Further damage was incurred from record low temperatures on May 18th. Cool, rainy and windy weather during bloom time also contributed to crop reduction. The prospect for a good crop was further aggravated by a period of hot, dry weather during late August and early September which slowed sizing and drastically reduced the yields.

The resultant short crop in tandam with an increased demand by area processors caused prices for processing apples, to reach an all time high. Class A varieties (Spys) went for $12.00 per hundred weight, while Class B (Jonathans, etc.) brought growers $10.00, Class C (McIntosh, etc.), $9.00, and juice apples for $5.00. The prices ranged from twice to three times those paid the previous year. The high price for juice applies coupled with labor shortage prompted many growers to harvest their apples with mechanical shakers.

The 1973 production of 440 million pounds of apples was 40 percent less than the 1972 crop. Preliminary estimates indicated that Jonathans, the leading variety, accounted for 24 percent of the crop, followed by McIntosh with 19 percent and Red Delicious with 17 percent. Despite the short crop, Michigan was the leading producer of apples among the Central states and ranked fourth nationally.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
September 15	2,695	1,375	-	1,320
September 30	7,605	3,090	-	4,515
October 15	7,710	3,225	45	4,440
October 31	1,655	730	-	925
November 15	-	-	-	--

Some 7,710 workers were employed at the peak of the apple harvest (October 1-15), approximately 23 percent less than in 1972. The number of workers from interstate sources showed the greatest percentage decline.

B. **ASPARAGUS.** Acreage, yields and the production of asparagus were greater than in the previous year for the third consecutive year. The total of 15,400 acres was 6.2 percent greater than in 1972 and 14.1 percent more than in 1971. A yield of 16 cwt per acre, 6.7 percent greater than in 1972, resulted in a production of 246,000 cwt of asparagus, 12.8 percent greater than that of 1972. A total of 22,637,918 pounds went for processing, of which 20,974,998 was canned and 2,562,920 was frozen.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
April 30	775	445	-	330
May 15	1,400	735	-	665
May 31	1,965	1,080	-	885
June 15	1,495	905	-	590

Peak employment in harvesting asparagus totaled 1,965 workers, a decrease of 40.5 percent. This decline was mostly due to the increased use of mechanical means to harvest the crop.

C. **BLUEBERRIES.** Michigan blueberry growers made a full recovery from the disastrous crop loss in 1972. It was reported to be the fourth largest crop in the State's history, enabling Michigan to maintain its position as the number one producer of blueberries in the nation. The 1973 crop was estimated at 38,560,229 pounds, 225 percent greater than that of 1972. Fresh market deliveries totaled approximately 4,943,400 pounds, while 33,616,829 pounds went to processors. Approximately 28,659,370 pounds of the processed blueberries were frozen, and 4,957,459 pounds canned.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
July 31	2,570	1,150	50	1,370
August 15	2,870	1,390	-	1,480
August 31	2,165	1,120	-	1,045
September 15	850	320	-	530

An estimated 2,870 persons were employed at the height of the blueberry harvest which occurred between August 1 and August 15. This represented a decline of 270 workers from last year.

D. **CHERRIES.** The 1973 tart cherry crop suffered heavy damage from frosts; and wet, cool, windy weather which affected pollination. Extremely cold temperatures and frost during mid-April and again in mid-May caused heavy damage to tart cherry buds in the southwest and central west areas. The May freezes also caused heavy damage to tart and sweet buds in the northwest. The cool, wet and windy weather during pollination time in May led to a heavy June drop throughout the entire western cherry belt.

Michigan's 1973 tart cherry crop was estimated at 55,000 tons, 48.6 percent less than that of 1972. The short crop sharply increased the price, resulting in a total value of approximately 21.5 million dollars, as compared to the 15.8 million dollars paid for last year's crop. Michigan produced 65 percent of the nation's tart cherries in 1973.

Sweet cherry orchards produced only 16,000 tons, 43 percent less than the record 28,000 tons harvested last year. The price per ton averaged $280.00, 43.6 percent more than the 1972 price. The crop was worth nearly $4.5 million less than paid to growers in 1972.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
July 15	8,830	1,825	305	6,700
July 31	3,550	840	190	2,520

At the peak of the harvest, July 1 to 15, approximately 8,830 workers were utilized by growers and processors. This was 2,620 (22 percent) less than were employed during the maximum period in the previous year. The short tart cherry crop combined with the use of mechanical shakers was responsible for this decline in employment opportunity.

E. **NURSERY & SOD.** The nursery industry used 12,403 acres for the propagation of the various nursery stocks during the 1973 season, a 12 percent decrease from 1972. Decreased acreage was noted in ornamentals, evergreen and tree fruit stocks; raspberry plants; bramble plants; strawberry plants and blueberry stocks; while increase acreage was noted in perennials, gladiolus and native trees and plants.

The number of licensed enterprises declined from 4,757 to 4,010, as of December 1, 1972. These include plant growers and dealers in nursery stock.

Sod data are becoming unreliable since a survey has not been conducted by the association since 1968, but by extrapolation it is estimated that 20,000 – 22,000 acres were harvested during 1973 by 150 to 170 growers.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
April 15	1,370	1,175	-	195
April 30	1,670	1,375	-	295
May 15	1,860	1,475	-	385
May 31	2,130	1,725	-	405
June 15	2,350	1,885	-	465
June 30	2,315	1,865	-	450
July 15	2,170	1,720	-	450
July 31	1,910	1,535	-	375
August 15	1,950	1,605	-	345
August 31	1,705	1,395	-	310
September 15	1,855	1,435	-	420
September 30	1,695	1,405	-	290
October 15	1,475	1,230	-	245
October 31	1,360	1,160	-	200

The industry employed approximately the same number of workers as in 1972. Peak employment reached 2,350 workers during the middle of June.

F. **PICKLING CUCUMBERS (PICKLES).** Michigan was the nation's leading producer of pickling cucumbers in 1973. Total production reached approximately 115,950 tons, 19 percent greater than that of 1972. The crop was produced on 29,200 acres, yielding an average of 3.97 tons per acre, both were up 11.5 percent and 5.5 percent respectively in comparison to 1972.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
July 15	575	195	-	380
July 31	7,145	550	50	6,545
August 15	6,135	800	50	5,285
August 31	3,025	370	-	2,655

Employment of workers in pickle cultivation and harvest reached peak between July 15 and 31, with 7,145 workers, or a 29.6 percent increase over last year. The maturity of pickles in the southwest (2 weeks earlier than last year) during the period of maximum employment coupled with high prices for pickles allowed many growers to hand pick their fields once or twice before resorting to the use of mechanical harvesters resulting in a a higher peak employment than in 1972.

G. **PEACH, PEAR AND PLUM HARVESTS.** Pears suffered heavy damage from frost during blossom time. Also some winter damage was incurred by peach orchards in the Muskegon area. However, Michigan peach orchards showed a considerable recovery from last year's disastrous winter freeze, with a production of 50 million pounds, five times larger than that of 1972, but still 39 percent less than the 1971 crop. On the other hand, pear production dropped to 9,000 tons, 60 percent less than that of 1972. Despite some frost damage to prunes and plums in the southwest, production reached 15,000 tons, 1,000 tons more than in 1972.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
August 15	1,030	410	-	620
August 31	2,045	885	-	1,160
September 15	1,445	635	-	810

Peak harvest in these crops provided employment for an estimated 2,045 persons, an increase of 295 workers over the peak in 1972. Employment in pear and plum harvests actually declined, but the increase in peach harvest employment offset these declines. The peak employment for all three crops shows a 62.6 percent decline when compared to that of 1971. This declining trend is affected by the general trend in the employment of seasonal workers during recent years.

H. **RASPBERRIES.** Raspberry production figures were obtained from the Benton Harbor Fruit Market Report which accounts for 90 to 95 percent of the state's production. Michigan raspberry growers produced 344,271 pounds of Black Raspberries, 18.2 percent more than in 1972; and 17,125 pounds of Red Raspberries, 252 percent more than in 1972. The production was mere pittance in comparison to the 1969 crop of 3.57 million pounds. The entire crop was processed by freezing.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
June 30	400	50	-	350
July 15	765	350	-	415

The peak number of pickers employed in harvesting raspberries declined to 765 workers (32.3 percent less than in 1972).

I. **STRAWBERRIES.** Michigan's strawberry production totaled 150,000 cwt, 29 percent less than in 1972. The lower procuction was the result of a reduction in acreage from 4,000 acreas to 3,400, and a lower yield per acre, from 53 cwt to 44 cwt. The average price per cwt increased from $24.60 to $31.50, yielding a total value of nearly $1,386,000, slightly more than last year's gross.

Total strawberry volume over the Benton Harbor Fruit Market was 169,304 16-quart crate equivalents, the lowest since 1945 and 42 percent smaller than last year. Another 94,700 16-quart crate equivalents moved direct to buyers. Processors received 1,790,081 lbs., yielding $481,353.00 to growers at an average price of 28 cents per pound.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
June 15	9,575	2,340	25	7,210
June 30	11,035	2,980	295	7,760
July 15	825	750	-	75

The number of persons working during the peak employment period of strawberry harvest was estimated at 11,035, nearly 23 percent less than in 1972. The entire decline was in the interstate workers category. The decline is directly related to the decline in planted acreage and a lower yield per acre.

J. **SUGAR BEETS.** Slightly higher acreage, from 86,600 to 87,000 acres, was more than offset by a lower yield, 18.9 tons in 1972 to 18.0 tons in 1973, as a result of dry soils during late August. Total production was 1,560,000 tons, 4 percent less than in 1972 but 11 percent larger than in 1971.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
June 15	1,010	160	-	850
June 30	1,105	135	-	970
July 15	1,050	125	-	925

All seasonal workers reported here were employed in cultivation work, as harvesting is totally mechanized. An estimated 1,035 workers were reported at peak on June 30 (approximately 7.5 percent less than last year).

K. **TOMATOES.** Spring freezes wiped out early plantings of tomatoes, however, growers not only replanted but also planted additional acreage.

Fresh market tomato production in 1973 totaled 483,000 cwt, up 17.8 percent over the 1972 production of 410,000 cwt. Approximately 4,200 acres were planted in 1973, only 2 percent more than last year, but a 15 percent increase in the yield, from 100 cwt in 1972 to 115 cwt in 1973, pushed the production to the highest level in recent years.

Michigan tomato growers planted 4,200 acres of processing tomatoes in 1973, only 5 percent higher than in 1972. A 12 percent increase in the yield, from 268 cwt in 1972 to 300 cwt in 1973, resulted in 1,260,000 cwt of processing tomatoes, 17.5 percent higher than last year.

Michigan ranked 3rd nationally in the production of fresh market tomatoes and 6th in processing tomatoes.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
August 31	1,260	460	-	800
September 15	1,060	335	-	725
September 30	1,055	355	-	700

Peak employment in tomato harvest reached 1,260, or a 29 percent drop from a year ago. However, an examination of the distribution of workers over the harvest season indicates that growers were utilizing more workers early, and later in the season, and less workers at harvest peak.

L. **VEGETABLE CROPS (FRESH MARKET).** Cantaloupes, sweet corn, cukes, lettuce and potatoes; fresh market and process: snap beans, cabbage, cauliflower, carrots, celery and green peppers comprise the other major labor using crops in the state and are discussed here as a vegetable group. A total of 17,100 acres of the above crops were planted in 1973, a 3 percent increase over last year, and slightly less than in 1971. Potatoes were planted on more

acres than any of the others, followed by snap beans for processing, and sweet corn.

More acreage was harvested in snap beans, cantaloupes, sweet corn, cukes, green peppers and potatoes, while less acreage was alloted to cauliflower and lettuce. Cantaloupes, carrots, celery, cukes, green peppers and processing snap beans had higher yields this year, while cabbage and cauliflower, sweet corn and potatoes had lower yields. A total of 11,828,000 cwt of vegetables were produced, slightly less than last year.

Month & Date	Total Workers Employed	Local	Intrastate	Interstate
May 15	680	490	-	190
May 31	1,325	730	-	595
June 15	1,430	985	-	445
June 30	1,790	1,175	-	615
July 15	2,090	1,405	-	685
July 31	3,160	1,625	-	1,535
August 15	3,485	1,790	-	1,695
August 31	3,165	1,945	-	1,220
September 15	3,265	2,185	-	1,080
September 30	3,265	2,430	-	835
October 15	2,370	1,790	-	580
October 31	1,065	695	-	370

An estimated 3,485 workers were employed during the peak period in 1973, a 24 percent drop from 1972. Increased mechanization of harvest activities accounted directly or indirectly for the entire reduction.